

Re: PM/PADR Training

Julie Rogers (Hywel Dda UHB - Workforce Manager E-rostering)

<Julie.k.Rogers@wales.nhs.uk>

Thu 09/09/2021 8:54 PM

To: Jackie Wright (Hywel Dda UHB - Culture & Workforce Experience Manager) <Jackie.Wright@wales.nhs.uk>; Daniel Blyth (Hywel Dda UHB - Culture & People Specialist (Experience and Wellbeing) <dan.blyth@wales.nhs.uk>

Hi,

Thank you both, it is always nice to have reassurance as we all have self-doubt sometimes. I feel it is important to invest in your team because without them you fall down yourself, so we're all in it together.

I hope to join further sessions you may hold as I have really enjoyed today so please think of me should you have anything new being offered. Your team's advice really is invaluable and your sessions are empowering so thank you for allowing me to join today.

Dan- be careful what you wish for, I can get you a bank contract with Hotel facilities anytime you like 😊

Thank you both again.

Diolch / thanks

Julie Rogers

E-rostering Workforce Manager

Banc a'r e-Rota/ Bank & E-Rostering

Gweithlu s Datblygu Sefyddliadol/ Workforce & OD

Bwrdd Iechyd Prifysgol Hywel Dda/ Hywel Dda University Health Board

Hafan Derwen, Parc dewi sant / Hafan Derwen, St. David's park

Caerfyrddin/ Carmarthen

01267239744

E-bost Generig E-rostering.HDD@wales.nhs.uk fon 01267239842

Generic email E-rostering.HDD@wales.nhs.uk phone 01267239842



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<https://hduhb.allocate-cloud.co.uk/HealthRoster/HDUHBLIVE/Login.aspx?Client=Eleven>



From: Jackie Wright (Hywel Dda UHB - Culture & Workforce Experience Manager)
<Jackie.Wright@wales.nhs.uk>
Sent: 09 September 2021 4:10 PM
To: Daniel Blyth (Hywel Dda UHB - Culture & People Specialist (Experience and Wellbeing)
<dan.blyth@wales.nhs.uk>; Julie Rogers (Hywel Dda UHB - Workforce Manager E-rostering)
<Julie.k.Rogers@wales.nhs.uk>
Subject: RE: PM/PADR Training

Hi Julie,

Thank you for sharing your leadership philosophy, I can only echo what Dan has said, you are clearly a very supportive leader & by the time you've finished that cup of Tassimo with your colleagues, hopefully issues are ironed out & positive relationships are built.

We're here to support you & your team individually or collectively 😊

Kindest regards

Jackie

Jackie Wright

Rheolwr Profiad Diwylliant a'r Gweithlu/Culture & Workforce Experience Manager

Bwrdd Iechyd Hywel Dda / Hywel Dda Health Board

Canolfan Derwen / Hafan Derwen

Rhif ffon / **Working from Home contact me on MS Teams or Email**

E-bost / E-mail: jackie.wright@wales.nhs.uk



From: Daniel Blyth (Hywel Dda UHB - Culture & People Specialist (Experience and Wellbeing)
<dan.blyth@wales.nhs.uk>
Sent: 09 September 2021 15:55
To: Julie Rogers (Hywel Dda UHB - Workforce Manager E-rostering) <Julie.k.Rogers@wales.nhs.uk>
Cc: Jackie Wright (Hywel Dda UHB - Culture & Workforce Experience Manager) <Jackie.Wright@wales.nhs.uk>
Subject: Re: PM/PADR Training

Hi Julie,

Thanks for your email. Also a massive well done on the promotion(s) since the domestic days. Weirdly, I often think how I'd love now and again to do a domestic shift again!

Really awesome that you feel you're already doing what you should - looking at your list, I'd say you're doing an awesome job, well done 😊😊

Love the Tassimo idea, the fact that you have created a culture of openness and honesty with your team is amazing. I think it's great that you clearly support your staff and encourage your team to come to you with any issues. That really does bring our values to life and certainly shows you as an excellent role model of compassionate leadership. Also, I love the mindset of "nobody has died". It's very similar to the brain surgery example I gave earlier. There is nothing that can't be fixed through communication and team work. It's so

important to stay grounded sometimes, especially through covid when everyone's anxiety levels are very fluid.

Thanks for sharing your experiences, that email really did make me smile. It's really brilliant to be working with leaders like yourself who clearly value their team and are aware of their own impact and role as leaders.

Keep doing what you're doing and please give either me or Jackie a shout if there's anything we can support with. Similarly, please let us know of any success stories and things that work well in your team - we'd love to hear about them. I've copied Jackie in to this email as I know she would love to read your email.

Best wishes and thanks again for all your hard work,
Dan

Dan Blyth BA (Hons) QTS

Arbenigwr Diwylliant a Phobl (Profiad a Lles)
Culture & People Specialist (Experience and Wellbeing)



From: Julie Rogers (Hywel Dda UHB - Workforce Manager E-rostering) <Julie.k.Rogers@wales.nhs.uk>
Sent: 09 September 2021 2:30 PM
To: Daniel Blyth (Hywel Dda UHB - Culture & People Specialist (Experience and Wellbeing) <dan.blyth@wales.nhs.uk>
Subject: Re: PM/PADR Training

Hi Dan,

Thank you for today's session it was very useful and has given some food for thought. I also attended the wellbeing session a few weeks back and enjoyed that too.

I am unable to give SMART objectives as such from today's session as I feel I am already doing what I should so my plan is to continue making that time for my team and encouraging an open culture within the team and to continue to always have an open door. Here is what I am already doing and if you feel there is something I could improve or introduce or that I am doing wrong please feel free to update me as I'm keen to offer the best experience for my team.

PaDR yearly

Team meetings weekly

121 meetings with each team member monthly

Encouraging daily chat so even if it is how are you today? How has your day been? How are you finding the workload? Is there anything I can help with?

My door is always open and I have purchased a tassimo coffee machine where I always say come and a hot drink and let's catch up about XYZ and that can be beneficial if you see someone struggling. It gives them 5 minutes to sit and relax and while the coffee is flowing and you can ask did they have a nice weekend etc or any small talk so they have that break from work and helps build that work relationship up.

I always ask is there anything I can do better as I can only improve and make it better for everyone if my team are honest with me.

I always say I can't help you out of a hole if I don't know you are in it and I always express no matter how bad some errors are nobody has died and it can always be fixed and then reflect on it so it hopefully doesn't happen again.

If something is ever wrong I have that conversation then rather than wait for a second issue.

I look forward to hearing from you with anything you think I can do better.

Diolch / thanks

Julie Rogers

E-rostering Workforce Manager

Banc a'r e-Rota/ Bank & E-Rostering

Gweithlu s Datblygu Sefyddliadol/ Workforce & OD

Bwrdd Iechyd Prifysgol Hywel Dda/ Hywel Dda University Health Board

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University Health Board

From: Daniel Blyth (Hywel Dda UHB - Culture & People Specialist (Experience and Wellbeing)

<dan.blyth@wales.nhs.uk>

Sent: 09 September 2021 1:12 PM

To: Charlotte Lawrence (Hywel Dda UHB - Engagement and Recognition Officer)

<Charlotte.Lawrence2@wales.nhs.uk>; Beca Phillips (Hywel Dda UHB - Lead Orthoptist)

<Beca.Phillips@wales.nhs.uk>; Julie Rogers (Hywel Dda UHB - Workforce Manager E-rostering)

<Julie.k.Rogers@wales.nhs.uk>; Teleri Garner (Hywel Dda UHB - Senior Staff Nurse - Ophthalmology)

<Teleri.E.Garner@wales.nhs.uk>; Theresa Shields (Hywel Dda UHB - Occupational Therapist)

<Theresa.Shields@wales.nhs.uk>; Donna Redfern (Hywel Dda UHB - Service Support Manager)

<Donna.Redfern@wales.nhs.uk>; Luke Whitmore (Hywel Dda UHB - Performance & Service Improvement

Manager) <Luke.D.Whitmore@wales.nhs.uk>; Sarah Thornton (Hywel Dda UHB - Clinical Team Leader)

<Sarah.Thornton@wales.nhs.uk>; Ann-Marie Davies (Hywel Dda UHB - Clinical Lead Physiotherapist) <Ann-Marie.Davies2@wales.nhs.uk>; Claire Rawlinson (Hywel Dda UHB - Quality Improvement Practitioner)

<Claire.L.Rawlinson@wales.nhs.uk>; Fay Lloyd (Staff Nurse - Hywel Dda UHB) <Fay.Lloyd@wales.nhs.uk>;

Cathy Williams (Hywel Dda UHB - Staff Nurse) <Cathy.Williams2@wales.nhs.uk>; Marta Barreiro (Hywel Dda UHB - Senior Nurse Manager) <Marta.Barreiro@wales.nhs.uk>

Cc: Jackie Wright (Hywel Dda UHB - Culture & Workforce Experience Manager) <Jackie.Wright@wales.nhs.uk>

Subject: Fw: PM/PADR Training

Dear Colleague,

Thank you for attending today's Performance Management Training Workshop, I hope you found the session beneficial?

As promised I attach the workshop slides, People Performance Management toolkit and the ESR pay progression document that I mentioned. This is the link to [the Pay Progression Policy](#). Here is a link to the [Healthier Working Relationships](#) site and also to the [Values Behavioural Framework](#).

If you didn't manage to complete the feedback form, I'd be grateful if you could do so by following this link [PM Training Feedback](#)

If we can support you in any way in the future please don't hesitate to get in touch. I would also be grateful if you could send me your SMART objective on how you're going to put today's learning into action.

Cofion cynnes,
Dan

Dan Blyth BA (Hons) QTS

Arbenigwr Diwylliant a Phobl (Profiad a Lles)
Culture & People Specialist (Experience and Wellbeing)

